

**Required State-level
Work force Development Work Plan**

1. IN-DEPTH INITIAL TRAINING FOR THOSE WHO NEED MORE THAN “EXPOSURE”			
Goal	Action Steps	Time Frame	Team Members
Identify two Learning Laboratories to provide selected EBP’s	Through the SAT-ED grant application process, two providers will be selected to operate as Learning Laboratories which will enhance and expand the delivery of EBP’s for adolescents (and their families) with substance use and co-occurring substance use and mental disorders	10/01/2012 Completed	Learning Laboratories, Project Director
Train identified Learning Laboratories in use of selected EBP’s	In Year One of the grant, a minimum of three staff (two therapists and one supervisor) at each of the Learning Laboratories will be trained and certified by the developer to utilize the Comprehensive Adolescent Screening Inventory (CASI) and deliver Multi-Dimensional Family Therapy (MDFT).	9/30/2013 Completed	Learning Laboratories, Project Director
Train identified Learning Laboratories as “Trainers” of selected EBP’s	<ol style="list-style-type: none"> 1. In Year Two of the grant, each trained supervisor (one at each Learning Laboratory) will be trained and certified as a Trainer of the selected EBP by the developers 2. In Year 3 of the grant, the Trainers will provide trainings to new staff as outlined below. 	<ol style="list-style-type: none"> 1. 9/30/2014 2. 9/30/2015 	Learning Laboratories, Project Director
Disseminate knowledge of EBP’s through a contracted mentoring relationship with two new adolescent treatment providers	Through a Request For Application (RFA) process, Learning Laboratories will identify adolescent treatment providers (maximum of 2) interested in receiving training in selected EBP’s and providing services	9/30/2013 Completed	Learning Laboratories, Project Director, Mentored Sites

Train newly identified mentored sites to provide selected EBP's	In Year Two of the grant, a minimum of three staff (two therapists and one supervisor) at each of the mentored sites will be trained and certified by the developer to utilize the Comprehensive Adolescent Screening Inventory (CASI) and deliver Multi-Dimensional Family Therapy (MDFT).	9/30/2014	Learning Laboratories, Project Director, Mentored Sites
Improve expertise of provider workforce in adolescent addiction	<ol style="list-style-type: none"> 1. Discuss development of adolescent substance abuse specific certification with the Iowa Board of Certification (IBC). 2. Discuss inclusion of adolescent-specific addiction into secondary education curriculum (DMAcc, U of I, ISU). 	<ol style="list-style-type: none"> 1. 3/01/14 Completed 2. 4/30/14 Completed 	<ol style="list-style-type: none"> 1. Project Director 2. Project Director
2. ONGOING TRAINING			
Goal	Action Steps	Time Frame	Team Members
Continue to support the implementation of EBP's in the treatment of adolescent addiction	Host monthly provider conference calls to discuss direct service/clinical staff provision issues and resolutions	Monthly Ongoing	Project Director
Continue to support a knowledgeable workforce, specific to adolescent addiction	Host a minimum of 3 webinars yearly for Learning Laboratory and Mentored Sites on adolescent treatment related issues/developments	Year 1: 9/30/13 Completed Year 2: 9/30/14 Year 3: 9/30/15	Project Director

Support the implementation of the adolescent treatment model utilizing Multidimensional Family Therapy (MDFT) and the Comprehensive Adolescent Screening Inventory (CASI) tool	Review and disseminate materials describing current client outcomes, needs, disparities, and the selected treatment model to Iowa's licensed substance abuse providers.	Year 1: 7/31/2013 Completed Year 2: 7/31/2014 Year 3: 7/31/2015	Project Director, Learning Laboratories
Support project development through the use of SAT-ED Technical Assistance component	<ol style="list-style-type: none"> 1. Access technical assistance component to develop business case for MDFT sustainability 2. Host conference calls and webinars as needed 3. Develop data to support business case 4. Write business case 5. Access technical assistance component to assist in developing robust parent/family organizations in Iowa 	<ol style="list-style-type: none"> 1. 3/1/2014 Completed 2. 6/1/2014 Completed 3. 6/30/2014 4. 10/30/2014 5. Ongoing 	Learning Laboratories, JBS, Project Director
3. TRAINING FOR TURNOVER/NEW STAFF			
Goal	Action Steps	Time Frame	Team Members
EBP Certified Trainers from Learning Laboratories will conduct internal (agency) trainings for new staff	In Year Three of the grant, staff at each of the Learning Laboratory sites will be trained and certified by the Learning Laboratory trainer to utilize the Comprehensive Adolescent Screening Inventory (CASI) and deliver Multi-Dimensional Family Therapy (MDFT).	09/30/2015	Learning Laboratories

Provide ongoing support for newly trained staff	Conduct weekly supervision meetings (individually/group) to discuss EBP implementation related issues	Weekly Ongoing	Learning Laboratories
Encourage skill development through collaboration with other agencies/providers of EBP's	Participate in monthly provider conference calls to discuss direct service clinical staff provision issues and resolutions	Monthly Ongoing	Project Director, Learning Laboratories

4. KNOWLEDGE EXPOSURE FOR ACROSS THE BOARD ISSUES FOR THE ENTIRE WORKFORCE—TREATMENT PROFESSIONALS, RECOVERY SUPPORTS, AND OTHER CHILD SERVING PROFESSIONALS			
Goal	Action Steps	Time Frame	Team Members
Dissemination of Adolescent specific treatment information	<p>1. Share project experience and outcomes to substance abuse treatment providers through the Iowa Behavioral Health Association, (IBHA) and through the IDPH, Division of Behavioral Health newsletter.</p> <p>2. Present MDFT as the adolescent and family treatment model of choice at Iowa's Annual Governor's Conference on Substance Abuse and at annual Risky Business Conference each project year.</p> <p>3. Issue semi-annual reports detailing the planning, implementation, sustainability efforts and outcome results for the Learning Laboratories</p> <p>4. Host an annual Adolescent Learning Collaborative/Conference for providers/funders of adolescent services, including but not limited to: Juvenile Justice; Human Services; Child Welfare; Child Protection Centers; Department of Corrections, Department of Education; Primary Care; Law Enforcement; Secondary Education providers; Iowa Medicaid Enterprise; Magellan of Iowa; and Mental Health providers.</p>	<p>1. Ongoing</p> <p>2. Year 2: 4/22/2014 Completed</p> <p>Year 3: 4/1/2015</p> <p>3. Year 1: 4/15/2013 7/15/2013</p> <p>Year 2: 10/15/2013 1/15/2014 4/15/2014 7/15/2014</p> <p>Year 3: 10/15/2014 1/15/2015 4/15/2015 7/15/2015</p> <p>4. Year 2: 09/30/2014</p> <p>Year 3: 09/30/2015</p>	Learning Laboratories, Consortium, Project Director

Identify gaps and barriers to the delivery of adolescent addiction treatment services	<ol style="list-style-type: none"> 1. Survey youth organization(s) to identify gaps and barriers to adolescent addiction treatment 2. Survey parent organization(s) to identify gaps and barriers to adolescent addiction treatment 3. Survey Iowa's clinicians to identify gaps and barriers to adolescent addiction treatment 	<ol style="list-style-type: none"> 1. 4/17/2013 Completed 2. 4/23/2014 Completed 3. 5/1/2014 Completed 	Project Director, Subcommittee
Identify "areas of need" in Iowa's adolescent substance abuse and multi-occurring workforce	<ol style="list-style-type: none"> 1. Develop fact sheet data about Iowa's work force training and education in adolescent services for both the SA and MH work force 2. Contact Iowa Workforce Development to explore linkage and relationship to Council 3. Subcommittee develop higher education planning document/questionnaire 4. Subcommittee develop SA treatment work force document/questionnaire 	<ol style="list-style-type: none"> 1. 3/31/14 Completed 2. 6/1/14 Completed 3. 7/31/14 4. 7/31/14 	Project Director, Subcommittee
Educate adolescent treatment providers of issues youth find important when it comes to service delivery important to youth	Disseminate results of AMP survey to inform Iowa's professional work force of issues important to Iowa's youth regarding substance abuse service provision.	Year 1: 12/30/2013 Completed Year 2: 6/30/2014 Currently Reviewing Year 3: 6/30/2015	Project Director

Integrate adolescent treatment efforts into existing SPF (prevention) Council.	<ol style="list-style-type: none"> 1. Conduct youth presentation on treatment experience 2. Provide "virtual walkthrough" webinar presentation 3. Present Iowa treatment system webinar 	<ol style="list-style-type: none"> 1. 1/7/2014 Completed 2. 4/2/2014 Completed 3. 4/29/2014 Completed 	Project Director, Subcommittee
Improve Council understanding of substance abuse treatment	<ol style="list-style-type: none"> 1. Create treatment subcommittee within existing SPF Council 2. Add Learning Laboratory directors to subcommittee 3. Add SAT-ED evaluator to subcommittee 4. Add Achieving Maximum Potential (AMP) youth to subcommittee 	<ol style="list-style-type: none"> 1. 5/1/2014 Completed 2. 5/1/2014 Completed 3. 5/1/2014 Completed 4. 5/1/2014 Completed 	Project Director, Subcommittee
Develop support to create greater emphasis on adolescent addiction in higher education curriculums	<ol style="list-style-type: none"> 1. Add workforce planning to subcommittee agenda 2. Create work force development work group within subcommittee 3. Develop plan for higher education in work group 	<ol style="list-style-type: none"> 1. 2/9/2014 Completed 2. 6/1/2014 Completed 3. 1/1/2015 	Project Director, Subcommittee

Integration of Recovery Support Services into adolescent service delivery structure	Yearly assessment of recovery supports utilized by clients and Learning Laboratories	Year 1: 9/29/2013 Completed Year 2: 9/29/2014 Year 3: 9/29/2015	Consortium, Project Director
Integration of Peer Recovery Coaches into project structure	<ol style="list-style-type: none"> 1. Collaborate with Peer Recovery Coach curriculum developer to develop and implement as curriculum for adolescent peer recovery coaches 2. Identify qualified stable peer recovery coach cohort 3. Provide adolescent peer recovery coaching opportunities for interested coaches 	<ol style="list-style-type: none"> 1. 6/30/14 Completed 2. Ongoing; Identifying qualified coach candidates is related to developing a network of family members. 3. TBA 	Learning Laboratories, Project Director